

Recruit, Support and Retain Teachers and Principals



San Antonio ISD

IMPACT OF HOUSE BILL 3 ON TEACHING



HB 3 established the Teacher Incentive Allotment (TIA) to recognize and reward the professional growth of teachers, with priority given for high-need and rural schools. Districts are developing local systems to designate highly effective teachers (Master, Exemplary, or Recognized), and to help more teachers become highly effective. During the 2019-20 school year, nearly \$40 million in additional funds were distributed to designated teachers throughout Texas.¹¹

TEACHER INCENTIVE ALLOTMENT



RECOGNIZED
★

\$6,574
average funding per teacher

2,449 teachers

EXEMPLARY
★★

\$12,626
average funding per teacher

1,100 teachers

MASTER
★★★

\$22,414
average funding per teacher

427 teachers

MENTOR PROGRAM ALLOTMENT

House Bill 3 also established the Mentor Program Allotment (MPA), which provides \$3 million to districts to support the implementation of research-based mentoring practices.



Mentoring practices include:

- District context, policies, and practices
- Data-driven instruction
- Instructional coaching cycles
- Professional development
- Professional expectations